Rank & File Convention Oct. 31 - Nov. 1

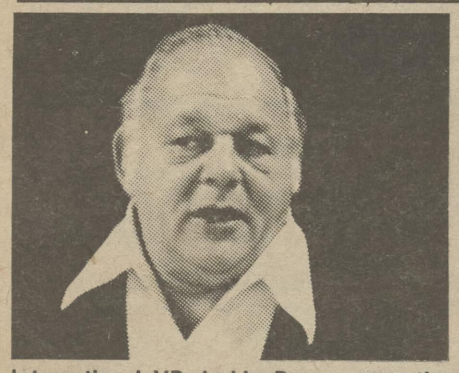
CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

August 1981
No. 18

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600



International VP Jackie Presser was the main spokesman for the hierarchy in Las Vegas....

Why Won't They Tell The Truth?

.....while back home his Ohio Conference was about to approve a huge sellout on the flexible work week [see p.4].

The **International Teamster** magazine is filled with it. So are the pages of the **Ohio Teamster** and other such publications paid for by our dues. Every one of them this summer has devoted great space to the IBT Convention and the election of Roy Williams. Every one of them has attacked TDU, using our dues money to do it.

But none of them have told the truth. None of them have told about the debate on **majority rule** on our contracts, supplements, and riders. About how International spokesmen like J.W. Dildine of Local 560 (where the Local President was convicted two months ago in a scheme to receive payoffs from employers) told the Convention he did not want majority rule because of the cost of conducting more votes.

None of them told about the debate on **strike benefits**. Where brave delegates moved that they be doubled, and later that a cost of living clause be attached to raise them periodically. And the International's spokesmen said this would make the members "too fat" while they voted their own salaries to unheard of levels.

None of the official IBT publications have told about the resolution directing the General Executive Board to prepare a detailed plan to **organize the unorganized** throughout the trucking industry. And the official argument against this was the International was already doing such a fine job.

None of the IBT publications have told that a significant number of delegates—over 100—had the guts and union sense to vote in favor of these changes. Instead they have claimed that there were only 10 votes for the candidacy of Pete Camarata and Jack Vlahovic (who conceded defeat in the voting to save the time of the delegates. Most delegates did not vote).

None of the official publications can explain why the big issues—erosion of our contracts, the opening up of non-union divisions, the decline of working conditions, and the loss of Teamster jobs—were completely ignored at the Convention. Forgotten in the party atmosphere of Las Vegas.

They don't want to tell the truth. They fear the truth, because it threatens their position of power. Because they don't have the answers to the problems facing the membership.

Our union is looking at tough problems. During the next year those problems are going to make or break us. In the Marble Palace in Washington, D.C., International Officers have the luxury of ignoring these problems, of covering up the truth. But when your company subcontracts your job to a non-union division, or when your conditions go down the drain, you don't have that luxury. The truth stares you right in the face.

'CF Hostages of Fremont'

Members Appeal to Williams

Of the major freight lines, Consolidated Freightways has a reputation of being one of the better ones to work for. But that's changing now. Not all at once, but the change is coming. If you don't believe it, ask the Teamsters at CF's big terminal in Fremont, Indiana.

The company treats the men at Fremont like dirt. Local 414 in Ft. Wayne won't pay any attention to their problems, even when their wives spend three days picketing the union hall. Now it's time to find out if Roy Williams will live up to his big reputation as "Mr. Tough Guy" and help the rank and file at CF-Fremont prevent the destruction of their conditions.

Close to 200 of the 250 road and dock men at Consolidated Freightways in Fremont have signed a petition to the new IBT President asking that he meet with a delegation of men from the terminal to get some action on the company's abuses and Local 414's do-nothing attitude.

Ever since the terminal opened one year ago, CF has made its Fremont operation a model of how not to treat your workers. Road dispatch rules chain drivers to the phone, even on holiday weekends, and the company has refused to institute a bell-boy system despite its original offer to do so. Only 15 out of over 100 drivers have even modified standard bid runs.

Things are no better on the dock where harassment is rampant. As the petition to Williams states: "The company refuses to treat us like adult human beings." The workers have printed up a bumper sticker which reads "CF Hostages of Fremont."

Everybody at the terminal knows that the prison-like conditions introduced by CF in Fremont could spread to the whole system if they are not stopped in Indiana.

Meanwhile, Local 414 and its Secretary-Treasurer, Freeman Busche, Jr., have stood by and done nothing while frustration at the terminal flared into shooting incidents. They don't care that things are so bad the former steward quit his job in frustration and no one else is willing to take it on. Dozens of grievances have been canned without explanation. Stewards are kept out of meetings with the company.

TDU organized several meetings starting back in March and members formed a TDU Chapter. Finally, the frustration with Busche and crew got so great that the CF workers decided to picket their own union hall.

On Tuesday, June 30, 15 wives appeared outside the Local 414 hall in Ft. Wayne—about 50 miles from the terminal in Fremont—carrying signs that said "Help," "Busche Where Are You?" and "414 What Good Are You?" On Wednesday, the picket line grew to 20 wives, and then on Thursday, July 2, the men joined their wives and picketed 50-strong. The picket line was widely covered by local TV, radio, and newspapers.

But still Local 414 would do nothing. The only response from the Local during the picket was when BA Phil Slater came out of the Hall, trampled on the picket signs, and told the women they weren't allowed to use the bathroom inside the building.

Because of 414's unresponsiveness, the men and women at CF decided to take their case to the top of the union. A petition was drafted, asking Roy Williams as the new president of the Union to intervene against CF's high-handed treatment of the men in Fremont. Williams has claimed that he will get involved in members' problems, and the workers at CF are anxious to find out if it's really true.

The response to the petition was tremendous. "There are some hot people inside that terminal," said Bob Glisson. "We've got to get these people to listen to us before it gets totally out of hand."

LETTERS

JOHN WAYNE MEETS ROADWAY

Dear TDU,

I'm one of those dumb-ass Big R drivers that has had his "donkey" kicked all over the state of Florida, South Georgia, and Southern Alabama for almost four years now. I'm a Teamster age 49, with almost 24 years in the craft.

I've been told by other drivers that you are a "no-bull" organization set up to help Teamsters who need it. Since reading the January issue it looks like you talk a good story in the paper, but I've heard about 7,846 "good stories" since I've been in South Georgia—and hardly any action has taken place.

No one believes in acting down here. Roadway talks, Teamsters talk, road drivers, dock workers, fuel jockeys, and mechanics—they all have one thing in common: talk, talk, talk. Sometimes they talk with emphasis, they wave their hands, arms and shake their heads. They twist their mouth's, "snort" through their noses, blow through their teeth and run up their blood pressure. They seem to all really enjoy using this phrase—"By god, I'm gonna do this and by god I'm gonna do that. By god if it wasn't fer so and so, I'd file a damned grievance on that as long as your damned leg." Sometimes they really get carried away and kick a chair or two; phew! Mercy! Why, I even seen a driver throw his log book across the table right there in the Driver's Room, one time. I mean, like how "bitter" and "violent" can a man get—right? He wasn't a bit bashful about it either. He performed that "act" while the illustrious coordinator and honorable dispatcher was lookin' him right in the ole eye-balls. I mean this guy was really showing 'em all that he didn't take "no stuff" offa' nobody—right?

And just about then, everything gets good and quiet. Just like in a John Wayne movie. That's it. No action. No grievance. No nothing. Just silence. And then a driver will say, "Well boys, I gotta go to West Googlersburg on my trip. I'll see ya." And about 10 days later, the same ole scene, all over again.

Can you believe this? Heh! Heh! This is them big ole tough "Big R" drivers I'm tellin' you about, Pardner. The Big R, where men are men—we're the "best". Bull Shit! By the way, who's that standing behind the glass window over there? Yeah, the three management guys that are grinnin' from ear to ear and getting a kick out of all of this.

Unfortunately, I have been so far unable to convince my fellow workers that conduct like this and "Playing Hollywood" (acting) just doesn't count.

I served a year down hear as a Job Steward, representing 75 Linehaul Drivers. We have 3 Stewards for Linehaul. I became so disgusted with "don't care attitudes" I finally threw in the towel on June 25th, '81.

My own personal attitude is, "I would like to have what my contract provides." I have never asked for anything that is above the "Contract". The enclosed grievance will show what I mean. It's a constant hassle, week after week in the "Arena". Back in April, 1979, we walked a picket line down here for 12 days to get a contract. So far, we have had:

1-Our running time cut on several runs, because Big R wants them cut.

2-No departure time on "Bid Runs"

3-No "Peddle Runs". We lost that one on "past Practice—the Dock employees had ran these runs for over 3 years. We get what is known as "Road Peddle" and the dock gets "City Peddle".

4-Nashville and Charlotte have a 1 hour "grace period" before they are considered "late" on completion of a run—we have 30 minutes.

5-We have a "Noon to Noon" dispatch—the contract says "Midnight to Midnight". We have runs being cancelled due to this, but we can't win a grievance on it.

6-And as they say on "60 Minutes" ...**AND MORE.**

Please send me your definition of "Conspiracy to Evade the Contract," I can't seem to find anyone down here that understands the word.

In closing, let me say this. I sometimes think that perhaps I'm a bit too stubborn for my own well being. For instance, I'm spending about $25.00 on a grievance in order to collect $6.19 of my money that should have been paid about 2 months ago. I don't really need the $6.19 that bad. I hope I have given you enough information to at least give you a hint as to my intent and attitude. Let me hear from you.

Sincerely,

Gene D. Walker
Local 528
Valdosta, Georgia

ENEMIES OF DEMOCRACY

Here is an example of what the delegates to the Teamster's Convention held in Las Vegas meant when they approved a resolution concerning subversive groups which are the "enemies of democracy, who are tireless in their endeavors to overturn our government, our labor unions, our industry, and all other manifestations of a free nation."

Within a month of the IBT Convention, in early July, U.S. District Court Judge H. Lee Sarokin sentenced Nunzio Provenzano, President of Teamster Local 560, to 10 years in prison and fined him $50,000 for accepting $187,000 in labor peace payoffs from interstate trucking companies. In return, Provenzano let the companies avoid contract rules for hiring Local 560 city drivers. Judge Sarokin said that Provenzano's corruption of the union movement constitutes a corruption of "the entire fabric of our country".

Yes. There are subversive groups out to destroy the Teamster's Union. Unfortunately, they are all in union office.

Lehigh Valley PA. TDU Chapter

Motto of the Month

"The Strength of Any Union Depends on the Involvement of the Members."

—From the Teamster Local 921 "Drivers Bulletin" a rank and file publication in San Francisco.

Got a good quote or motto to share with fellow Teamsters? We will print it in this space if you send it in to us.

MILWAUKEE TDU DEFINES A "GOON SQUAD"

After a TDU meeting in Milwaukee was threatened by a 'goon squad' of 60 Local 200 officials and supporters, the Milwaukee TDU newsletter "TDU Milwaukee Watchdog" set the record straight by defining a 'goon' for the benefit of the officers of their local: "Webster's New World Dictionary defines goon as a noun; slang; 1.A person who is awkward, stupid, dull-witted, lacking intelligence, foolish; 2.A ruffian or a thug, especially used as a strikebreaker." The Milwaukee TDU Chapter has sued Local 200 officials for their participation in and support of the activities of their 'goon squad'.

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MOVING?

Notify us of your new address or you will **not** receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will **not** be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS.**

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282
Organizer:
Ken Paff, Local 407
Trustees:
George Feld, Local 200
Eileen Janadia (Local 337)
Gary Kuhn, Local 20
Mike Friedman, Local 407
Keith Gallagher, Local 229
Dan Hall, Local 375
Ed Howell, Local 391
Diana Kilmury, Local 213
Charis Moore, Local 315
Mel Packer, Local 800
Alternate:
Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

NEWS FROM THE
WASHINGTON OFFICE

The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

TDU Wins Right to Use Union Bulletin Board

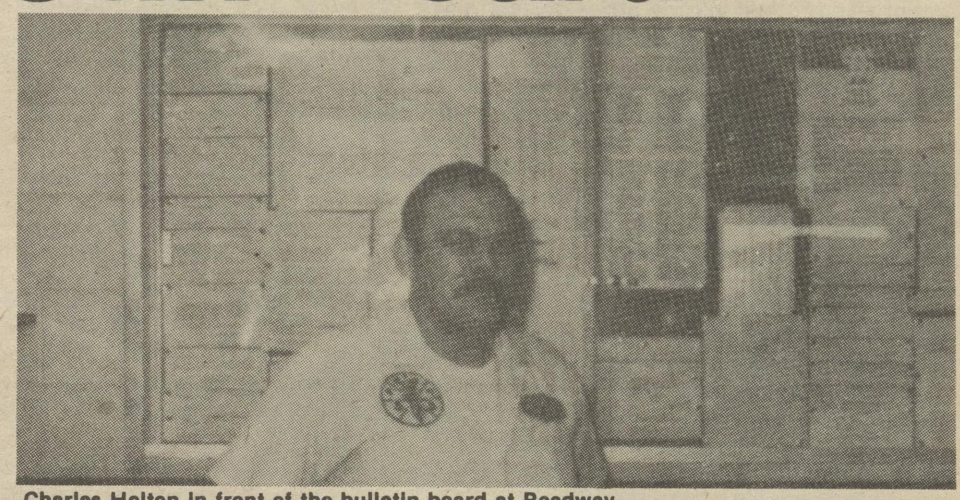
TDU recently won a major victory in the U.S. Court of Appeals in Washington DC. The court ruled that TDU members and other rank and file activists have the right to post TDU literature and material critical of the union leadership on union bulletin boards located on company property if the union allows other members to post "for sale" notices and other non-union business on the bulletin board.

"This case is an important one," according to TDU attorney Michael Goldberg, who argued the case before the court, "because the NLRB was developing a double standard in unfair labor practice cases that would allow unions to censor rank and file free speech where management could not. The court of appeals has set the NLRB straight, and now rank and filers can post TDU literature on any workplace bulletin board generally used as an all purpose board."

The court didn't decide whether or not TDU literature could be posted on all purpose bulletin boards located in a union hall. Goldberg stated, however, that the courts would probably enforce such a right in a lawsuit brought under the free speech provisions of the Landrum Griffin act.

TDU member, Charles Helton, an employee of Roadway Express in Chatanooga, Tennessee, deserves much of the credit for this victory. It was Helton who first took this case to the NLRB in January of 1979 after officials of Teamsters Local 515 tore down the PROD literature he had posted on the union's bulletin board in the terminal breakroom. Helton decided to see the case through even after the NLRB ruled against him in March of 1980. His determination should be a model for all of us, as it is easy to get discouraged by the slow pace of most court cases.

The benefits of this victory called **Helton vs. NLRB** are already beginning to be felt, according to Joe Keffer, the new lawyer in TDU's Washington office. Several TDU members in Toledo were having trouble getting the NLRB to issue complaints in their bulletin board cases. Once the Court of Appeals decided the Helton case, the NLRB quickly moved to issue complaints.



Charles Helton in front of the bulletin board at Roadway.

PROD-TDU Moves to Stop Elimination of All Logs

The Office of Management and Budget (OMB) is threatening to take a step that would effectively repeal all hours of service regulations: **they are proposing to repeal the use of drivers' logs as of August 31.**

Attorneys for **TDU/PROD**, however, have notified the government of the insanity of such a move—and are prepared to stop it in court should the OMB attempt to carry through on this threat.

The OMB has the power to approve or disapprove all paperwork forms mandated by the federal government. Their current authorization of the drivers logs only extends to August 31—and they have indicated an intention not to renew it. This would make it legal for any trucking company to discard all of their logs as of September 1.

This isn't the first time the OMB has tried to abolish the logs. Back in June of 1978 they issued a similar declaration—and backed down under the threat of a lawsuit from PROD. In the meantime, TDU/PROD has continued to fight the moves of the OMB to let the companies work road drivers into the ground. We have filed a lawsuit, demanding positive reform of the hours of service regulations and we have filed comments protesting the OMB's actions.

Drivers who are concerned about this attempt to push the trucking industry back into the stone age are urged to send mailgrams to their congressional representatives and senators—and the White House too. Let's not let them take 'deregulation' a step further by 'deregulating' the hours of service rules out of existence.

'Fair Rep' Lawsuit Kit Available

As we reported in the last issue of **Convoy Dispatch**, the Supreme Court Decision in **Mitchell vs. United Parcel Service, Inc.** has severely limited the ability of rank and filers to file suit to overturn a bad decision at the grievance panel. The major restriction is that you must now file your suit within 90 days—or less depending on your state—of the grievance decision.

To remedy this situation, Attorney Arthur Fox has prepared a "Workers Guide to Filing Section 301 Lawsuits, Pro Se" (ie without a lawyer). This will enable you to get your suit filed in time, even if you can't find a suitable attorney right away.

Copies of the "guide" are available from Attorney Fox for $1.00. Send your check and a self-addressed stamped (35 cents) envelope to Section 301 Litigation, Suite 612, 2000 P Street, N.W.;Washington D.C. 20036.

What Happens to Your Pension If Your Employer Doesn't Pay?

What happens to your pension when your employer stops making contributions into the pension fund or "falls behind" on his contributions?

This is a serious problem for more and more Teamsters these days. Due to the recession and deregulation, more and more companies are suffering—or claiming to suffer—financial hardship. One of their responses is to stop making contributions to the pension fund.

What does the mean for your pension?

You're Protected—For Now

If your employer is not paying the proper contributions into the fund, or not paying in at all, you are legally protected.

ERISA—the 1974 "Employee Retirement Income Security Act"—says that if you are covered by a pension plan you must get the agreed upon credits for the hours and weeks you have worked, regardless of whether your employer is actually paying into the fund or not.

But There is Danger on the Horizon

There is reason, however, to be concerned about your future pension security if your employer is not living up to his contract obligations to the fund. The reason: the Trustees of the New England Teamsters Pension Fund, including Joint Council 64 President Fred Roberto and International Vice-President William McCarthy are suing the federal government to get the law changed so that rank and file Teamsters will be penalized and lose benefits if their employers fail to make contributions to the fund.

McCarthy and Roberto are each covered by 5 pension and severance plans themselves—so they don't have to worry about the consequences of their lawsuit to destroy the protections rank and file Teamsters now have against an employer's failure to contribute to the pension fund.

How You Can Protect Your Pension

In the long run, even if McCarthy and Roberto don't win their suit, employers failure to pay into the Funds will hurt all rank and file Teamsters. Such refusal to make contributions could lead to serious financial weakness in the Funds which could add up to reduced benefits and/or increased contribution rates for those employers who are still paying—at the expense of other contractual rights and benefits for the rank and file.

But there is something you can do: (1)The NMFA, Article 8, Sec. 2(a)(3) clearly states that the union can call a strike if the employer is refusing to make contributions to the pension or health and welfare funds. (2)You can sue the union and/or the pension fund for failing to enforce employer contributions. Also, if the employer claims "poverty" as a reason for not making payments into the fund, the union has the legal right to demand an inspection of the company's books.

NEXT ISSUE: What Happens to Your Pension if Your Employer Goes Bankrupt?

★★★

SPECIAL BULLETIN: The Central States Health and Welfare Fund has just released a letter to all participants and **contributing employers** stating that from September 1 on, participants will lose their health and welfare coverage if their employer is not paying in. This new policy shifts the burden from the fund and the employers right onto the shoulders of the Teamsters in the plan.

Ohio Sellout To Roadway on Flex

The Ohio Conference of Teamsters completely caved in to Roadway Express on statewide implementation of the "flexible work week" with its grievance panel ruling on June 25th that allows road drivers to participate in flex votes.

The Columbus panel acted as though its own Approved Guidelines for flex votes didn't even exist, because those guidelines have always limited the vote to the city board. The panel also ignored a court decision in 1979 which threw out a "yes" vote on the flex at CF in Columbus because road drivers had been allowed to vote.

The panel was no doubt helped in its decision by the presence of Jack Ferrone, Roadway's labor relations man in Cincinnati, who has been desperately trying to shove the flex down the throat of Cincy Roadway.

The grievance ruling came at a crucial moment for the workers at Cincinnati Roadway who have been resisting the introduction of the flex all year long. The 220 dock and city men voted the flex down solidly last March.

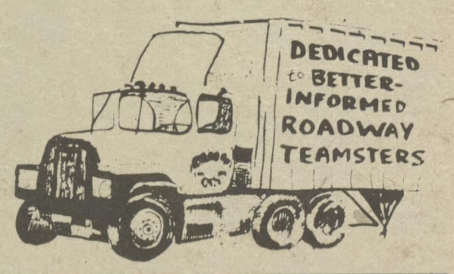
But following that resounding "no" vote, company threats to shift the freight to Nashville scared the 500 plus Cincy road drivers. Several of them filed a grievance demanding road drivers be allowed to participate in any future flex votes. The Ohio Joint State Committee ruling—#R11-20-288—which permits the road drivers to vote gave Roadway management just the club it needed to try to beat the city men into submission.

On August 7, Roadway made the following offer—or rather, issued the following ultimatum—to the city men:

Accept the flex with the few concessions we are willing to make now or we'll give you a straight flex and let the road drivers vote.

In its offer, the company agreed to red-circle 53 (instead of 58 as previously) positions on the dock seniority list. It also agreed to call back 21 of the 123 men laid off. And it said that 5 Tuesday or Wednesday-through men would be allowed to take the weekend off-without-pay in any given week as long as this was done on a rotating basis and they gave 14 days notice.

It's perfectly clear that the Ohio Conference handed Roadway just the weapon it needed to perfect its methods of dividing the road drivers against the city men. It is rumoured around Cincinnati that the inspiration for this sell-out came straight from our new President, Roy Williams himself. Williams apparently called a business agent at Leeway Transportation several weeks ago, and said that road drivers should be allowed to participate in a flex vote there.



"It is evident that what they were doing was blackmailing us," one Cincy Roadway activist told **Convoy Dispatch.** "It was outright coercion. It doesn't even seem legal. If they pass it here, the other terminals like Indy and Akron will just go down the drain. I'm just disgusted."

As **Convoy Dispatch** goes to press, plans were being made to make a final effort to fight the flex in Cincinnati. Active members were issuing a call for Roadway Teamsters from other terminals to come to Cincinnati to explain to the members there the importance of holding the line. In addition, a lawsuit against the grievance ruling was being considered, as it seems that Presser & Co. have violated both the Ohio Guidelines and court decisions in their drive to give Roadway Express everything it wants.

Indianapolis Roadway Teamsters are still fighting the flex.

Indy Teamsters Beat Flex Again!

The vote was 89 to 51 **against** the introduction of the flexible work week at Indianapolis Roadway.

The vote on Sunday, July 19th was the second one in recent months at the Roadway terminal in Indianapolis. Despite the company's threat—dutifully conveyed by Local 135 President Loran Robbins—that they would put through a change of operations if the men voted the flex down, the resistance of the rank and file at Indy Roadway remained unbroken.

"Robbins said that Roadway has put in to move 10 dock men to St. Louis and 7 to Rock Island, plus a few road drivers, if they don't get the flex. But when Robbins just told us that we had to vote for the flex and then trust them to negotiate it, that did it," said one dock worker. "What's more, he barred the door to a court reporter we tried to bring in. What's he got to hide?"

So far, Roadway has been fairly successful in shipping freight around terminals that vote down the flex the first time—and then forcing the members to vote for it the second time. In other places Roadway has simply threatened a change of operations. But these tactics haven't worked at Indianapolis. Still, it is doubtful that Roadway has given up and more pressure can be expected as the Change of Operations committee meeting nears in September. Roadway has taken the flex to as many as 3 votes in some terminals in order to push it through—with the blessing of the International Union.

"It is a shame what the international has allowed to happen" said one Roadway Teamster in St. Louis, where the flex was voted in. "They just let the company threaten to play off one local against the other." In Chicago, where a modified flex was passed in exchange for a promise of more jobs many rank and filers are now quite disappointed as many people have still not been put back to work.

Rank and filers at Indianapolis, however, aren't just sitting back and assuming the Roadway is beaten for good. They've seen the company use multiple votes in too many other places. "It's too quiet now," said one. "We know they're planning something. But so are we. We are going to keep organizing until the threats of the flex are gone for good."

MFX 'Relief' Plan - Where Will it End?

It started a little over a year ago. Cooper Jarrett asked its employees for a loan amounting to 7% of their pay. It was an individual deal, going around the union. But still, it was "only" 7% and still a "loan"—with the promise that it would be paid back.

Since that time, dozens of companies have come to their employees and asked for some easy money. And not just that 7%—but 10% and 15% too.

Now comes Motor Freight Express (MFX) with the biggest relief deal of all. MFX is asking its employees to sign individual aggreements to **give up**—not "loan"—21% of their pay. They say that the employees might get it back some day, if the company achieves a 97% operating ratio (something they haven't done since 1974).

But what is most interesting about the MFX plan is that this time the company didn't come to the employees and plead poverty, saying that they were desperate. This time they simply said we need the money so we can offer discount rates that are competitive with the 28% discounts offered by Jones, Helms and Halls. (Jones has already implemented a 15% "Voluntary" pay cut).

TDU has always said: relief is a bottomless pit. It won't save jobs in the long run, it will only gut the contract. It's time our officials woke up and started to **lead** instead of running and hiding everytime relief is proposed.

TDU Survey of Big R Violations

Responding to repeated complaints from Roadway road drivers, TDU attorneys are investigating Big R's dispatch procedures. Specifically, they are looking into charges that Roadway is forcing drivers to log break-down and waiting time "off duty".

If you know of such practices please contact TDU right away. We are going to present the results of our investigations to the Dept. of Transportation in August—so please contact us **soon.**

Toledo President Stops at Shorts

Harold Leu, President of Local 20, means business. He is not going to let Roadway steal the shorts off **his** members. Boy did he really tell the Toledo terminal manager where to go.

Of course, rank and file Teamsters at Roadway are wondering where old Harold has been for the past two years while they were being stripped of everything **down to** their shorts. But as the saying goes, "better late than never," and if Harold can save the members' shorts well then maybe his tough talk will be worth something after all. Here's what's up:

For two years, President Leu's administration has been saying that the flexible work week is God's Gift to Toledo. He has refused to do anything to stop the use of production cards and sandbagged all resolutions against them, and has been strongly criticized by once loyal road drivers that they are being forced to drive longer runs in shorter times. But on July 16 Leu wrote a letter to Roadway terminal manager Ivan Hofmann. In the letter he said:

"I would like to remind you that during the two years you have been in your present position with Roadway you have received excellent cooperation from your employees, from Union Stewards, and from my staff members assigned to service the members at Roadway. As a result of this attitude, Roadway has improved in many ways. The most improved problem was the productivity of your employees. I know this has increased from about 1400 to 1500 per hour per employee to well over 2000 pounds. I want you to know that some of your procedures to accomplish this had to be done for the best interests of all parties concerned."

But then Harold really lays it on them, showing that it is "no more Mr. Nice Guy":

"What I do not approve of is your personal harassment and threatening of your employees regarding productivity...you give the indication you will never be satisfied..."

Next Harold is going to express shock that peanut butter is made from peanuts.

We asked a few Teamsters in Local 20 what President Leu could do to show that he wasn't just blowing smoke and came up with the following short list:

1. Abolish the production cards
2. Void all the harassment letters (as was done in LA)
3. Strictly enforce D.O.T. rules on dispatch and safety.

15% Pay Cuts Hit the West

By John Torbet
Recording Secretary, Local 468
Oakland, CA

[**Editor's note:** As we go to press, the Western Conference is set to make a decision regarding the introduction of 'relief' at System 99, a major Western carrier.

TDU has consistently worked to save the contract from being splintered by such relief deals, which are spreading in the East and Midwest.

System 99 management has already pressured many employees — with the threat of closing down — to go along with this deal. As we have consistently pointed out, this is both against the contract and illegal.

The union has the power to stop it — and hopefully the Western Conference will take action and set a positive example for other Conferences.

● ● ● ● ●

On Monday, July 20, Marvin Gilardy, Chairman of the Board of System 99, laid a bombshell on his employees—and indeed on all Teamsters in the Western Conference.

To put it quite simply, System 99 wants all its employees to take a 15% pay cut. Gilardy calls his plan the "System 99 Earnings Participation Plan" and states that "the purpose of this plan is to provide the employees with an ongoing ability to participate in the future earnings of the company."

The only way that employees could participate in the earnings would be if the operating ratio fell to 89%, a mark that was acheived by only two freight carriers in the top 100 in 1980.

An operating ratio of 89% means that a carrier has $89.00 in expenses for every $100.00 in revenue—and reflects an exceptional profit. System 99 has not operated below an operating ratio of 97 for at least as far back as 1975, the first year that **Convoy Dispatch** has financial records for System. The chances of System acheiving an operating ratio of 89 in the next 2 years (the plan will automatically expire July 31, 1983) are extremely remote—even if 90%-95% of the employees take a 15% pay cut.

How System 99 "Figures"

The big question, however, is whether or not the situation is anywhere near as desperate as Gilardy indicates. The figures that System 99 has submitted to the ICC show 1980 Gross Operating Revenue to have been $89,124,000; expenses $89,388,000; for a net operating loss of $264,000 and an operating ratio of 100.3. In his letter to System 99 employees, however, Gilardy claimed the loss for that period was $3,392,000, a figure almost 13 times as large. The wide discepancy between the two figures apparently lies in Gilardy's statement that the $3 million plus loss is "from the less-than-trailerload operation." This distinction is both vulnerable to manipulation and meaningless even if true.

Gilardy makes a major argument of the fact that he must pay $15,000 a day in interest costs, which amounts to almost $4,000,000 a year. He states, correctly, that a competitor that gets its expansion money from stockholders doesn't have to pay all that interest. But interest is the price that Gilardy must pay if he wants to expand from little Interlines Motor Express to the second largest regional carrier in the West without sharing any part of the ownership with other stockholders.

Actually, the $264,000 that System 99 lost in 1980 is not really that big a deal. The changes that the company has recently made in its supervisory staff level and compensation should take the company out of the loss column. It would have taken a reduction of only 30 cents of each $100.00 of 1980 expenses to have made the company profitable.

Cash flow, even more than profitability, is what is needed at System 99. Gilardy has bought a tremendous amount of new equipment in the last year when most companies were retrenching. The payments on this equipment require a cash flow that System 99 would have difficulty generating even if they weren't losing money. And the interest expense in

" As for me I can stand it. But my kids are beginning to lose respect for me. "

the loan for this equipment is very close to equalling the losses the company has been suffering. It may very well be that there is no way out of the company's cash flow predicament, except a large infusion of cash. But Gilardy's plan is unreasonable and unfair.

Under the plan that Gilardy is pushing, the employees will simply be making a contribution of 15% of their pay. If the company goes broke 18 months from now the employees will lose everything that they contributed. Even if the company does survive, the chances that the employees will share in future profits are too remote to be considered seriously. The best that the employees can reasonably hope for is that down the road their contribution rate might be lowered to about 10% of their pay.

There is Another Solution

The banks want him to come up with more money, but basically they don't care where he gets it as long as it doesn't interfere with the bank's collateral. This could be accomplished by issuing the employees preferred stock in lieu of the 15% of their contractual pay they don't receive. (Such stocks should carry a stated dividend rate of at least 12% and be cumulative). This procedure would still give Gilardy the operating cash that he needs; it will protect the banks position by not encumbering their collateral; but it also protects the employees by turning their 15% contribution into part ownership. And if the banks will have no objection to this plan, it certainly meets Gilardy's criterion of "providing the employees with an ongoing ability to participate in the future earnings of the company."

Who's Next

The second big question to be answered is what effect the System 99 action will have on the rest of the industry. Without a doubt, DiSalvo, Sterling and Crescent are waiting in the wings, ready to jump out if Gilardy's plan goes through, with Consolidated Freightways, Delta Lines and the rest not far behind. Certainly if Gilardy's plan was accepted by the Western Conference, it would be the beginning of the end for the National Master Freight Agreement in the West. On the other hand, adoption of a plan that issued preferred stock in lieu of wages would not have any significant adverse effect on the NMFA.

Well aware of the adverse effects the acceptance of Gilardy's plan would have on their members employed at other companies, most of the local union leaders in California are taking a strong position against Gilardy's plan.

These local officers point out that Gilardy's actions in going directly to the employees and asking them individually to contribute 15% of their pay was a violation of Article 6, Section 2, of the NMFA as well as a violation of the law. Gene Shepherd of the Western Conference sent Gilardy a telegram on July 24 advising him that he was in violation of the contract and if he wanted relief he should ask the Western Conference.

Rank and File Teamsters, however, are waiting to see what action, if any will follow from these words and if the Western Conference will tackle the substance of this attack on the contract—not merely the procedure by which it is being carried through.

What YOU Can Do About Side Deals

"It is agreed a Supervisor may either receive or give freight to a customer as long as any member of the bargaining unit is present."

—signed by Ronald Berbo for ETMF and Ted Thompson for El Paso Local 941

"It is agreed in the event a bid hostler is not present the shop personnel may be used to hostle."

—signed by Ronald Berbo for ETMF and Ted Thompson for El Paso Local 941

These sellouts illustrate a very frequent problem that we hear about all the time—riders or side-agreements negotiated or signed by a local union that undercut the contract. In the cases cited above, the local officer who signed them is now voted out of office, but his riders are still in force until the contract itself expires. The question that is always asked is..."What can we do about it?"

1. A well informed and active shop or barn. Your steward and union members should demand that your BA and officers **never** negotiate with management any rider without the participation and knowledge of all affected union members. Some barns are more subject to abuse, because the members have "gone to sleep." TDU can help you learn how to get better organized.

2. You have a right to vote. The IBT Constitution contains a clause which you can use to demand a vote on riders and side deals. Article XVI, Section 4(a) includes this wording:
"If amendments to local or area supplements or riders to the Master Agreement are voluntarily negotiated during the term of such Agreement, such amendments must be approved by a secret ballot majority vote of the affected members..."

But note: this section of the Constitution only applies to multi-local master agreements—and to riders negotiated **during** the course of the contract.

3. You have a right to see your contract—and riders. If you already have a rider in effect (or several of them) you should demand that your legal right to see them is enforced. Know your riders. Your union officers are obligated by law to let you inspect (or have) any and all agreements made between union and management that affect you. You can, if necessary, demand the right to see and have your contracts and/or riders in a certified letter to the union hall. The U.S. Department of Labor (not the NLRB) is charged with enforcement of this law. TDU can help.

4. You can organize to terminate the riders at the time when the contract expires. Your local union should send, in advance to comply with the law, a notice to the employer of the union's intent to cancel such specific riders at the contract expiration date. A petition to the local union of your members who favor terminating certain riders may be appropriate on this issue.

5. Your officers have a "Duty of Fair Representation" which is sometimes the basis for action at the NLRB or in court. But this is usually very hard to prove. Most "Duty of Fair Representation" cases are losers. Your best bet on getting rid of a rider—even in the face of opposition by your officers—is the organizing tactics suggested above. If your officers do secretly institute a side deal and violate the union's constitution in doing so, you might try going to the NLRB charging them with a breach of their "Duty of Fair Representation"—even if your chances of success are slim. It puts them on notice.

Whatever course you choose—TDU is ready to help in any way possible.

We Need a Freight Contract

The business press tells the story:

"The national contract is falling apart, top Teamster officials concede. Numerous companies are refusing to pay unionized drivers a 77 cent hourly raise due last April 1, setting up non-union operations, and getting individual employees to take cuts in wages and benefits..."

—Wall St. Journal, May 7, 1981

"There are even some well informed sources in the industry who believe the death of Frank Fitzsimmons last month signaled the end of the Master Freight Agreement policy and that beginning in 1982 the union will return to regional agreements with the union under president Roy Williams..."

—Commercial Car Journal, June 1981

Williams...may also consider signing a separate agreement with local and shorthaul carriers..."

—Business Week, June 8, 1981

Sources say that some within the union believe that the idea of a National Master Freight Agreement is no longer viable...Willims, for example, looked the other way earlier this year when April pay hikes and cost-of-living increases were not forthcoming from some motor carriers as the contract called for."

—Commercial Car Journal, June 1981

There is no question but that the situation facing Teamsters in the freight industry is grim. Between 54,000 and 70,000 are estimated to be on layoff. Employers are forcing their employees—scared of losing their jobs—to give back 15% or even 21% of their wages (See stories on System 99 and MFX in this issue). Giant companies such as Roadway, CF, and Yellow are expanding at a rapid pace, picking up the freight of many smaller companies, driving them out of business, while tightening their grip on their own employees.

Every Teamster knows it: the employer's biggest weapon is that everyone is afraid to lose their jobs. If you are fighting against the Flexible work week, to stop a relief deal, or against productivity harassment, the company's threat to move the freight elsewhere—or close down altogether—is crippling our ability to fight as a **union**.

The problem is clear: how to win job security for Teamsters in freight.

Roy Williams answer is also clear: we must give up the NMFA in '82.

But TDU's answer is just as certain: **WE MUST WIN A FREIGHT CONTRACT WITH REAL JOB SECURITY IN '82.** This article explains how it can be done.

In the weeks and months ahead, rank and file Teamsters will be subjected to a barrage of propaganda. We will be told that we have to give away more of our pay, more of our conditions, to help the companies be "competitive" or just stay in business.

Many, many Teamsters have heard this already—and not just from the companies. Roy Williams, for example, has stated that it is time for us to be "flexible" and "that in order to stabilize our jobs, we...(are) going to have to bend a little." In fact, he stated that this has been his feeling for the last five years! (St Louis Globe, May 22, 1981). Then comes the punchline: the final price for job security is the sacrifice of the National Master Freight Agreement in '82.

We think that this would be a tremendous setback. Losing the Master Freight Agreement would throw us back to the days when the companies could simply play off one local against the other. It would be a mad scramble, in which each local, each barn, tried to sell itself more cheaply than the next.

What follows in this article is not a complete or final contract program—we welcome your suggestions. The important starting point is that we must not give up the NMFA in '82—but we must fight to win job protections. Here are some ideas on how we can do it—read them over, and let us know what you think. Most important, bring your ideas to the national Freight Contract Organizing Meeting at the Rank and File Convention on October 31-November 1 in Detroit. It will be a chance for us to bring together the ideas of rank and filers from all over the country and turn them into action.

A PROGRAM FOR JOB SECURITY

JOB SECURITY PROPOSALS

Here are seven ideas that can strengthen our job security through a stronger NMFA in '82:

1. PREFERENTIAL HIRING FOR DISPLACED TEAMSTERS. A 'Preferential Hiring List' should be established, listing in seniority order those Teamsters displaced by bankruptcy, closings, etc. Carriers would be obligated by this clause in the contract to hire from this list before they hire off the street. Thus if a carrier closes down, the employees would be "first hired" by other companies in the area. Such language should be written to protect the hiring rights of Teamsters on layoff as well as those on the active list, as all too many companies have laid off a huge percentage of their employees just before going under, leaving those laid off with virtually no rights at all under the current weak job security provisions of the NMFA.

2. HIRING HALLS. The contract should establish strong hiring halls in each local union. Exclusive hiring halls can be legally established to fairly distribute work available. A few local unions already have effective halls. Everyone needs them.

3. STRONGER TRANSFER/BUYOUT PROTECTION. A new Article 5, with job protection geared to transfer of work or equipment, not merely the purchase of ICC "rights" should be inserted in the contract. As it stands now, Article 5 is useless. It calls for employees to be dovetailed only if the company buys ICC rights of the old companies—something which doesn't happen anymore since deregulation.

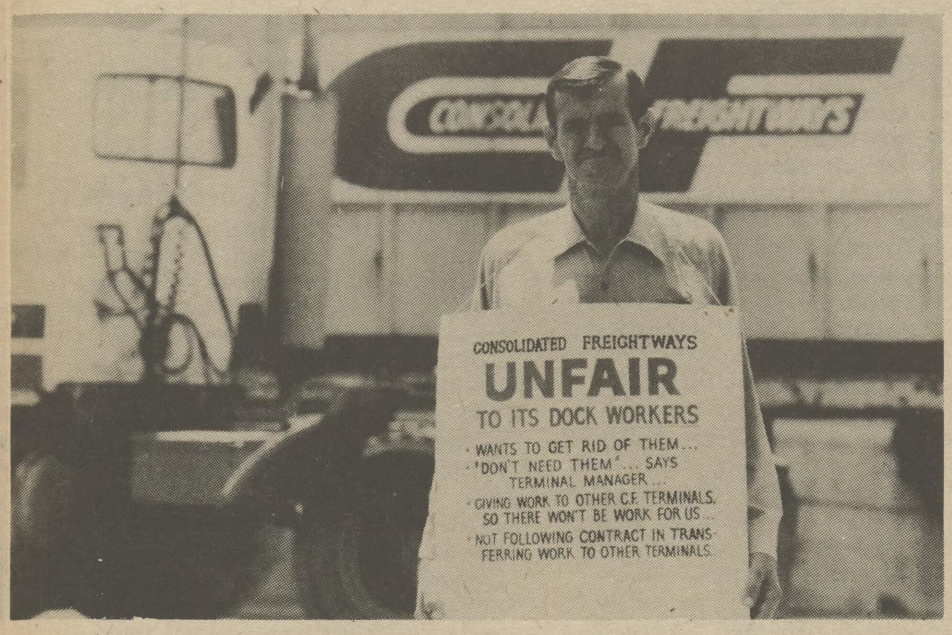
4. STOP THE SUB CONTRACTING SHELL GAME. The ability of companies to open up sub-standard or non-union operations—sometimes on the same property as their Master Freight divisions—is a scandal of massive proportions. Stronger language in Article 32 is needed to stop companies from setting up leasing companies or non-union operations which divert freight away from Teamster employees under the NMFA. Strong penalties should be mandated for any company using such tricks to steal the work of Master Freight Teamsters.

5. STOP FORCED OVERTIME DURING LAYOFFS. It is wrong to **force** someone to work overtime while other Teamsters are not working. The NMFA should be re-written so that overtime is strictly **voluntary** whenever a regular employee is on layoff.

6. STOP CASUALIZING TEAMSTER JOBS. As it stands now, there is no set of uniform and enforceable rules governing the abuse of laid-off employees. As a result, many companies are working laid-off Teamsters 4 times and more a week, **every week** without having to call them back to work on the 'active' seniority list. Some cities have a rule that if laid-off men work the same shift 3 times in a week for two weeks running then they must be called back. This kind of rule is easy to get around—the companies just manipulate the shifts. In other locations, they have no rules at all. There should be a simple, uniform, national rule based on the principle that if a company works someone for 3 times in a given week, on **any** shift, for two weeks in a row, then they have established the need for another full time regular employee and should call the top seniority person back to work.

7. NO RELIEF WITHOUT JOB GUARANTEES. Too often companies come to the individual members and ask for relief with only vague promises in return. There should be a clear clause in the contract stating that no relief will be granted to an employer unless that employer is willing to guarantee the jobs of those employees currently working at the time of the relief agreement.

act With Job Security in '82


CONSOLIDATED FREIGHTWAYS
UNFAIR
TO ITS DOCK WORKERS
· WANTS TO GET RID OF THEM...
· 'DON'T NEED THEM'... SAYS TERMINAL MANAGER...
· GIVING WORK TO OTHER C.F. TERMINALS, SO THERE WON'T BE WORK FOR US...
· NOT FOLLOWING CONTRACT IN TRANSFERRING WORK TO OTHER TERMINALS

OTHER NON-ECONOMIC CHANGES WE NEED

STRENGTHEN THE GRIEVANCE PROCEDURE

A contract is worthless if it isn't enforced. There are two ways to improve the language of the NMFA to make it easier to enforce:

Innocent Until Proven Guilty. Teamsters should remain on the job pending the decision of the grievance panel. The power of the company to unjustly fire a Teamster, and then have him put back later with **no** back pay would end once and for all.

Local Right to Strike. We need a new Article 8 in the NMFA which allows Local Unions to strike if a grievance deadlocks at the **local** level. In addition, the language that we lost after 1970—the ability to strike for 24 hours with only a warning letter—should be put back in the contract. We're not for striking irresponsibly—but without that ultimate power the companies view the contract as a joke.

STOP PRODUCTIVITY HARASSMENT

Currently, Article 20 of the NMFA says that an employee must obtain the approval of the local union before the company can institute a procuction quota. This language, however, has too many loopholes. The NMFA should outlaw all forms of "performance logs," production cards, production quotas, counseling sessions on production, and the use of warning letters concerning productivity.

NO BABYSITTING THE PHONE: FOR A FAIR DISPATCH PROCEDURE

Articles of the Over-the-Road supplement covering "paid-for-time" (for example, Article 51 of the Central Conference Supplement) should be clarified to state that the road driver is free to pursue activites of his own choosing—away from the phone—during time off duty. A guaranteed percentage of runs should be bid-runs.

STOP THE SIDE DEALS

For too long, the basic principle of having a **Master** contract has been undercut as locals have traded away conditions in an attempt to lure jobs into their area. This must stop. All change of operations should be governed by the principle that **the best conditions follow the employees** to their new location.

Further, the contract has been eroded by side deals between **individuals** and the company, providing for 'voluntary' pay cuts. The new master contract should clearly state that the NMFA supercedes all such individual side deals. If a company needs relief it should bargain with the **union**, not individuals.

WE NEED COLA

A DECENT COST OF LIVING FORMULA TO MEET INFLATION

In the two years since the last MFA was signed, inflation has increased by 13.4% (1979) and 12.5% (1980). This year it is expected to increase by at least 9.5% (Source: U.S. Bureau of Labor Statistics, Consumer Price Index for Urban Wage Earners). If inflation continues at anything like this rate over the next three years under the next NMFA, then it would be economic suicide for the Teamsters to be without Cost of Living Protection. Could **you** afford a 35% **wage cut** over the next three years? Indeed, the IBT's cost of living formula in the NMFA lags behind the COLA clauses of the Autoworkers and Rubberworkers. (Our formula calls for a 1c raise every time the Consumer Price Index goes up .3; the UAW and URW formula gives them a 1c raise per hour every time the same index goes up only .26; while our COLA is paid every 6 months, theirs is paid every three months).

COLA ON PENSIONS

And working Teamsters aren't the only group that need protection from inflation: our retirees need the same. The IBT Convention in Las Vegas went on record in support of COLA increases for retirees. We'd like to see some action on this front—not just lip service—in the 1982 Freight contract.

WHAT WE CAN DO NOW

1. LET YOUR FELLOW TEAMSTERS KNOW WHAT IS ON THE LINE IN '82.

TDU has prepared a brochure, explaining why all Teamsters have to get involved to save, expand, and improve the NMFA in '82. You can help by distributing this brochure to your fellow Teamsters.

2. PUT YOUR LOCAL ON RECORD FOR A DECENT MFA IN '82: MAKE YOUR OFFICERS TAKE A STAND.

The more locals that pass resolutions calling for a strong NMFA, with a stronger grievance procedure, job security, COLA, end of production harassment, and babysitting the phone, the better chance there is that our top officials will get the message from the rank and file. If you are interested in putting your local on record for a decent contract, contact TDU to talk about getting organized. Remember: last time a lot of officials—including the International officers—talked tough. It's important to watch what they **do**, not what they say, and to force them to take a stand in '82.

3. COME TO THE NATIONAL FREIGHT TEAMSTERS MEETING ON OCTOBER 31-NOVEMBER 1 IN DETROIT.

It will be the biggest national meeting of the year to discuss the upcoming contracts. Specific plans of action to organize to save the National Master Freight Agreement will be mapped out. Plan to be there—and bring a few of your friends from your barn or local.

Come to the Freight Contract Organizing Meeting Detroit Oct. 31-Nov. 1

____ Send me copies of the brochure on the freight contract in '82.

____ I want to organize in my local for a decent contract in '82. Contact me.

____ I'm coming to the National Freight Teamsters meeting in Detroit, Oct.31-Nov.1. Please send me details.

Name _____

Address _____

Rank & File Meeting, Sept. 19

Kroger Master Contract Nears

Talk about the Kroger national contract is spreading throughout the Kroger system, the nation's second largest grocery retailer. Plans for a rank and file meeting to prepare for the master contract has been set for September 19 in Columbus, Ohio.

Despite the general economic hard times, Kroger continues to post record profits year after year, reaching an all-time high of over $102 million last year. 1981 looks to be even more profitable still.

But for all of its profits, the company isn't getting any less hard-nosed. It recently put its Charleston division on a five-year contract. A tough fight with its Detroit Dairy workers wound up with 2 rejected contracts—the third offer was finally forced on the workers by their BA and it contained a wage freeze.

In addition to its hard-nosed bargaining stance, Kroger is openly broadcasting its intentions to move and expand in the Sunbelt. The company closed its Grand Rapids division last year, throwing over a hundred members out of work who were not allowed to follow their work to the new owner in seniority order. A new division has been opened in San Antonio, paying less than any other Kroger division. Plants are opening in Kentucky and Tennessee, and the Roanoke, Atlanta, and Memphis operations will be expanded.

But the mood at Krogers isn't depressed or fearful. The members are dealing with a profitable company and they know it. More than that, there is the memory of the massive rejection of the master contract in 1979. For the first time, Kroger workers were able to vote on their master language and by a 74% margin the contract negotiated by Bobby Holmes and Sam Smith got the big thumbs down.

Contract Demands Shaping Up

The number one issue that is on the minds of almost everyone working at Kroger is **job security**. While this may be true in many jurisdictions in the union, at Kroger it means something special. It is a response to the company's avowed intention to move South, to hold onto gains made, and most importantly, to prevent Kroger from playing one division off against another with threats of closings. And this is Kroger's tactic at every turn.

At the Detroit Kroger dairy, the rank and file offered a proposal to have the company **boost severance pay** substantially in case of plant closing, which would not cost Kroger a penny if they **weren't** going to move and would take the air out of the moving threat if it were an empty one. A Nashville division driver is suggesting a **master seniority list** as an important demand, going far beyond the shallow protection now in the contract.

The expansion in the South will undoubtedly hurt the northern divisions. But that doesn't mean it's all peaches and cream for the southern operations. **Subcontracting** to outfits such as Howard Baer and Jordan & Jordan is on the rise, and Baer is already slated to get the deliveries out of the new dairy plant in Murfreesboro, Tenn., when it opens in September. Further, Baer continues to run circles around Louisville and other divisions. Southern expansion won't help Teamsters if the subcontracting language is not improved.

Kroger Rank & File Meeting in Columbus, Sept. 19

Columbus driver Vern Bell is contacting Kroger activists through TDU's Kroger network for a rank and file contract proposals meeting in Columbus on September 19. The response so far from many divisions has been good. And at the TDU Convention at the end of October there will be a special Kroger meeting to continue contract preparation.

Kroger Teamsters interested in working for a good contract can get details about the Columbus meeting by contacting the TDU Office in Detroit at (313) 842-2600.

Dispatch Rules Lawsuit Needs Help

TDU members Dave Gaibis and Chuck Lowry are drivers for Halls Motor in New Castle, Pa. Both have been fired from Halls for "chronic and habitual absenteeism." All of their conduct called "absenteeism" was a result of actions taken while **off duty**, including discipline for busy home phones, dispatch calls while the company knew they were at grievance hearings, etc.

This practice obviously prevents road drivers from using their off-duty time for their own purposes and, in effect, says that drivers must be constantly ready to report for work and drive 500 miles.

As early as 1975, Werner-Continental (now Halls) began a policy of forcing drivers to live by their phones while off-duty. Drivers who refused to stay at home continuously were then subject to discipline for "absenteeism".

As TDU's attorneys and these 2 drivers interpreted the Department of Transportation (DOT) regulations, the threat of disciplinary action meant that drivers were not free to use this off-duty time for their own purposes. Therefore, they believe that such time spent waiting under threat of discipline should be correctly logged as "on-duty time".

The company disagreed. And the JC 40 Grievance Panel (which has no love for TDU activists) also disagreed by upholding Gaibis' firing in June, 1980. Chuck Lowry finally lost his job for the same reasons after four firings and three arbitrator-directed reinstatements.

On September 14, 1981 an open hearing is scheduled before an Administrative Law Judge. This hearing is the result of an order from Judge Simmons, of Federal District Court. Simmons requested that the DOT give their interpretation of Halls dispatch practices and he also wants to know if the DOT feels that such practices violate existing DOT regulations.

The company that could no longer force a driver to "babysit the phone" would be compelled to establish a new dispatch procedure that would enable most drivers to live like human beings instead of as extensions of the truck.

TDU urges all interested Teamsters to attend this hearing scheduled for 9:30am—Monday, September 14th in the Federal Courtrooms located in the main Post Office Building at 7th and Grant in downtown Pittsburgh. The hearing is expected to last the full week and observors are welcome on any day.

We also urge you to support this effort financially. Not only have TDU Attorneys Boas and Berlin donated hundreds of hours, but their firm expects to spend around $5,000 in costs alone on such items as witness fees, court costs, transcripts, etc.

They have made it clear that they are supporting this case because they believe that a basic question of personal liberty is at stake for thousands of Teamster drivers.

That's **your** liberty they're talking about. Can you think of anything more worthwhile to donate to? Please send all donations to: Western Pa TDU; P.O. Box 5623; Pittsburgh, Pa. 15207.

'82 Contract Approaching

Record Profits for UPS

Of all trucking companies in the country only two reported improvement in tonnage, revenues, **and** net income. Their names are UPS and UPS.

UPS (Ohio) and UPS (N.Y.) reported profits of $159 million, an increase of 132% over the last year. UPS's tonnage, boosted by deregulation and the weight increases, went up almost 5% at a time when other carriers have experienced a decline in freight.

Yet while UPS's profits and revenues grew, we have all noticed a marked increase in harassment and a constant decline in working conditions. With the approach of the '82 contract, you would think that UPS would be thinking about rewarding its employees for the wonderful job we are doing in making it the most profitable trucking company in the U.S.

On the contrary, it has been reported that UPS management in California **have** begun to prepare for the contract—but not in order to figure out how to share UPS's wealth with its employees. Management is talking to groups of workers in "beer and pizza" sessions to find out what **we** are thinking about for the '82 contract. It has been suggested in some of these sessions that while UPS dearly loves its employees, that it may just have to cut down on the Cost of Living Adjustment (COLA) pay that is currently in our contract.

As negotiations for the contract approach, UPS is sure to follow the cry of the less profitable freight companies covered by that contract and say that UPS workers might just have to settle for less money in '82. Maybe it's time we started to hold our own meetings to figure out what **we** want in our next contract. TDUers are already talking about how it can be done.

JOIN TDU!

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other_____

☐ $20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**

☐ $25 optional membership fee. ($5 of this shall be rebated to the local chapter.)

☐ $10 annual dues for spouses, retirees, and Teamsters who gross less than $10,000 a year.

☐ I want to distribute **Convoy Dispatch.** Prices per issue are:
☐100-$9 ☐50-$5 ☐20-$4 ☐10-$3

☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and IBT officials.)

Why Won't the Labor Dept. Take Action?

...in Detroit Election?

The Department of Labor has announced it will not file suit to overturn last fall's election in Detroit Local 337, the largest in Michigan and headed by International Vice President Robert Holmes.

In that election, Homes' slate narrowly won over the Rank and File Slate after an election that was marred by employer collusion, violence and intimidation, four Health and Welfare mailings, biased locations of polling places and more. The NLRB issued at least four election-related complaints against Holmes' administration. Bob Janadia, the Rank and File candidate against Holmes for President, stated "I definitely don't rule out political influence as a factor" in the Labor Department decision.

Janadia and TDU attorney Ann Thompson report that there were disagreements within the Labor Department on what action to take. It is known that the International Union attorneys and Robert Holmes met with Labor Department officials when it appeared the decision would go against Holmes.

While no reasons were released with the decision, discussion with Labor Department officials in Washington and Detroit reveal that while there is little dispute that the Holmes Slate initiated violence and intimidation, top Labor Department people were unwilling to assume that this affected the outcome. Similarly, while it is clear the elaborate scheduling of a "bussing program" of members from workplaces was accomplished by the BA's with employer cooperation, the Department ruled there was not enough concrete evidence that the BA's abused their positions.

Similarly, the Michigan Health & Welfare Fund sent out four (4) mailings to all their members at great expense to the members, each one with Holmes' picture on it (Holmes is a trustee of the Fund). But there was no proof that the timing of the mailings was not a "coincidence".

While Rank and File activists say they are disappointed with the decision, they are not surprised.

In fact, they feel their support is growing among the membership of 337. Charlie Lawrence, who drew 48% of the vote in his bid for Vice President, outlined what he sees for the future, "I felt a Labor Department rerun was definitely called for. But the Rank and File Slate doesn't depend on outside support. We depend on support from the members. We will go on working to be better, stronger union members and helping to educate others to their rights. Each of us will keep working for stronger contracts and better representation. We overcame tremendous odds to elect Jerry Bliss and Frank Savage last year and in two years I think we'll overcome all odds to put this Local back on course."

Bliss and Savage are TDUers who won positions in the controversial election. Bliss defeated Robert Holmes Jr. for the position of Secretary Treasurer.

Although Bliss won the Secretary Treasurer position, Holmes decided it was a "part time" job to the complete surprise of the rank and file who cast their votes. Holmes also saw that his defeated son got an "International Organizer" job. These moves have helped to convince more members of the need for a complete change, TDUers in 337 report.

Members Get Action in Boston Election

After reviewing an outrageous record of violations of the rights of the 750 furniture mover Teamsters in Local 82, a U.S. District Court Judge has ordered a new election, supervised by outside arbitrators, for that Boston Local Union.

The decision, handed down on July 13, came as a result of a long legal battle fought by rank and filers in Local 82, with the help of TDU Attorneys Kurt Pressman, Mark Stern and Benjamin Miller. The rank and filers had protested the manner in which the local officers had conducted last fall's nominations meeting, and had succeeded in going to court to have the ballots impounded and the election stopped last December.

The judge found that the local officers had violated the rank and file's rights by suddenly stating that anyone entering the local's nominations meeting must produce their TITAN dues receipt slip—a practice which had never been used before in Local 82 and which was aimed to keep critics of the local officers out of the meeting.

He further found that the Secretary Treasurer, Bart Griffiths, had violated the members rights when he conveniently omitted his opponent's name from the list of candidates for Secretary Treasurer at the end of the nominations meeting. As it turned out, that list was limited to one name: his own. When rank and filers present pointed out that Griffiths had forgotten to include his opponent, John Lynch, on the list of candidates for Secretary Treasurer (and instead 'mistakenly' listed Lynch as a candidate for President) Griffiths declared that I'm running unopposed."

In the months leading up to the November 1980 nominations meeting, a group of rank and filers had criticized the local officers for failing to run the local democratically. At that meeting, using the "dirty tricks" mentioned above, the officers tried to keep these dissatisfied rank and filers off the ballot. The ranks retaliated by going into court, and on December 12, the day before the ballots were to be counted, they succeeded in having the ballots impounded.

By impounding the ballots last December, the judge set an historic precedent: he stopped an election because of a violation of the members rights, taking action **before** the election took place. As many rank and filers have learned to their dissappointment, it is almost always the case that you can not take action to have an election overturned because of election violations until **after** the election is over. Even then, you do not have the power to sue in court—as the members of Local 82 did—but must plead your case to the U.S. Dept. of Labor.

...on Pension Fund?

Labor Dept. stifled Teamsters' probe

By JACK ANDERSON
United Feature Syndicate

WASHINGTON — President Reagan raised a few eyebrows by inviting Teamsters President Roy Lee Williams to the White House a few days after the union boss had been indicted by a federal grand jury. This was perceived as a gesture of appreciation for the only support Reagan got from a major labor union in the 1980 election.

Anderson

But before he gets too cozy with the Teamsters brass, the president might be well advised to read a secret report on the union by the Senate permanent investigations subcommittee. He could spare his administration the kind of embarrassment the Carter White House suffered from its strange relations with the Teamsters.

The bipartisan report shows how Teamsters bosses manipulated Carter's labor secretary, Ray Marshall, and other officials to cover up evidence of either political chicanery or gross incompetence in the government's investigation of Teamsters' corruption.

My associate Clark Mollenhoff has seen a copy of the subcommittee's report, and it is devastating. It makes painfully clear that the Labor Department under Marshall destroyed the effectiveness of its own investigation into the Teamsters Central States Pension Fund.

TEAMSTERS OFFICIALS have compiled a notorious record over the years of using every deceitful means possible to thwart government investigations into their pension fund. Yet Marshall's Labor Department chose not to use its subpena powers to obtain pertinent records on the fund's loss of millions of dollars in dubious loans.

Instead, the department brass ordered its special investigative staff to ask the pension fund managers for documents under a voluntary agreement. Needless to say, the Teamsters managers were delighted to agree. The agreement left them free to engage in the obstructive, foot-dragging techniques that have become a pattern in the pension fund's dealings with government investigators.

"The major shortcoming in the system was that it was based on 100 percent willingness of the fund to co-operate with the Labor Department," the Senate report states. "But that degree of co-operation was not forthcoming."

The trustees withheld some requested records, offered documents that were not authenticated or obtained under oath, and finally "made it a formal policy not to turn over any records" at all, the subcommittee reports.

DESPITE THE union bosses' refusal to co-operate — and the Carter administration's strange refusal to force such co-operation — Labor Department sleuths were able to uncover widespread abuse in the management of the pension fund.

Records indicated that loans had been made to companies on the verge of bankruptcy and to borrowers who had been delinquent on earlier loans — even to borrowers who used new loans to pay interest on their outstanding debts to the fund.

There were myriad other abuses; but when the investigators sought permission for a full-scale inquiry, their requests were rejected. The inquiry was narrowed to the question of whether real estate loans had proper collateral.

According to the Senate report, Labor Department officials deliberately stifled criminal investigations, threw up barriers to any co-operation with the Justice Department, and illegally destroyed files when an internal investigation indicated "conflicts of interest, obstruction of justice and sexual misconduct" by high Labor Department officials.

Workers Sue to Protect N.Y. Pension Fund

Larry Kudla, Local 282; one of the rank and filers suing the 282 Trustees.

On July 14, rank and file Teamsters in N.Y. construction haulers Local 282 brought suit in Brooklyn Federal Court against President John Cody, Secretary-Treasurer Sasso, and the other Trustees of the Local 282 pension fund for breaching their fiduciary responsibility to the membership by giving a $2 million loan to a Des Plaines bank in Chicago in 1979—at a time when the bank was about to go bankrupt!

The loan was supposed to be paid back in 4 years, but in February 1981, 282's Trustees gave the bank a 4 year extension. By that time it was bye-bye $2 million, because in March of 1981 the Federal government closed the bank and declared it insolvent—while it still owed the membership of 282 $1.625 million.

An investigation by **Newsday** reporter Ken Crowe showed that the Federal Deposit Insurance Corp. reported the bank to be in bad shape as early as 1978. In checking out the bank Cody and Sasso would have known not to touch it with a 10 foot pole.

The membership should ask Cody and Sasso at the next monthly meeting how it was that a Chicago bank found its way to Long Island and the 282 Pension Fund. Some 282 members might say, what's the big deal? Everyone makes a mistake now and then. So Cody and Sasso are entitled... Well the problem is that Cody and Sasso seem to make a lot of mistakes with the members money:

1.Hampton Country Club. An investment that lost hundreds of thousands of dollars over the last 9 years and cannot be sold at a profit.

2.Las Vegas Casino Loan Deal. Ruled an "act of gimmickery" by a federal judge.

3.Ten percent a year in administrative costs to run the pension and welfare fund, compared to an average of 3.5% for other Teamster locals.

4.Two million loaned to an insolvent bank.

These losing investments and costs are made with money that belongs to the membership of Local 282. The rank and filers in 282 who filed suit, organized in the rank and file group F.O.R.E.—Fear of Reprisal Ends—are determined to stop such deals. That is why they have filed suit to hold the Trustees of the fund personally liable for the $1.625 million and to have them removed from their positions as Trustees. (The suit was filed against the employer Trustees as well.) Let's face it, when Cody, Sasso, and the rest of them retire, they'll have two other pensions to keep them living high on the hog—Joint Council 16 and the IBT. The members of 282 have only what they have—282.

Watsonville TDU Wins Bylaws Reform

By Watsonville TDU

The young TDU Chapter in Watsonwille Local 912 won an important bylaw change on the night of July 28, making it the law of the local that union meetings be conducted in Spanish and English when requested by any member. A majority of the membership of Local 912 is Spanish speaking.

At the same time we forced the officials to postpone their attempt to raise inititation fees. Nevertheless, our other three proposed bylaw changes were defeated as the local officials mobilized people against TDU with a series of half-truths and full lies.

This night of manuevers, this test of strength, was the climax of a struggle that began last January when TDU submitted 4 proposed bylaw changes: bi-lingual union meetings, elected stewards, elected union committees, and the right to initiate bylaw changes in any month. The local Executive Board also proposed a bylaw change: they wanted to raise the initiation fees.

The Local Executive Board refused to read the proposed changes at the February meeting, sending them to the International instead. But TDUers persisted. They brought the local President up on internal union charges for violating the bylaw change procedures; finally the officials relented and began reading the proposed bylaw changes at the April meeting.

The officials began the crucial July 28 meeting by endorsing our proposal for bi-lingual union meetings. They claimed that the meetings of 912 have always been bilingual. This is not true. It is true that in recent meeting—**since TDU began organizing**—the officials have provided translation. Many people, however, can remember the last contract proposal meeting, where only minimal translation was provided. But let them claim whatever they want; what matters is that **our proposal passed unanimously**, and now bilingual meetings are the law of the local.

Next, the officials postponed the vote on their own proposal, saying that a bylaw change involving money had to be done by mail ballot. To this day, we still have found no such rule in the constitution or local bylaws. With their two sure losers out of the way, the union officials proceeded to defeat us on our remaining proposals.

We lost on these issues partly because of our own mistakes. They ridiculed the wording of our shop stewards proposal, claiming we wanted too many shop stewards. We didn't think that the officials would mobilize people to come an hour early, fill up the hall, and then divide the vote into two sections. We didn't think to demand a secret ballot. We didn't prevent one official from being both (informally) the chairman and the offical translator, giving his opinion whenever he felt like it. In short, our proposals did not get a fair hearing.

Nor were we prepared for so much cooperation between the companies and the union officials. The head supervisor at one of the largest frozen food plants instructed people to vote against TDU. People's shifts were changed so that they could or couldn't vote. Supervisors and floor ladies brought people from their crews and told them how to vote. It seems our officials are on very good terms with the employers.

Next time we will be better prepared. We will insist that the union get a hall big enough for all of us. We will insist that the discussion and vote follow regular procedures. And we will be so many that we can make our insistence count.

Sección en Español

The article printed below is a Spanish translation of the article on the left on the bylaws reform fight in Watsonville Local 912.

Por TDU de Watsonville

El sucursal jóven de TDU en el Local 912 en Watsonville ganó un importante cambio de estatutos internos la noche del 28 de julio, haciendo obligatorio que los mítines de la unión local se conduscan en español y en ingles cuando cualquier miembro lo pida. La mayoría de miembros del Local 912 es hispanohablante.

También les obligamos a los oficiales que pospusieran su intento de aumentar la multa de iniciación. Sin embargo, los otros tres cambios que propusimos fueron derrotados, poque los oficiales locales movilizaron a gente en contra de TDU con una serie do semiverdades y mentiras. Esta noche de maniobras, esta prueba de fuerzas, fue el climax de una lucha que comenzó el enero pasado cuando TDU propuso 4 cambios de estatutos internos: mítines sindicales bilingües, representantes sindicales elegidos, comités elegidos y el derecho de iniciar cambios en los estatutos internos en cualquier mes. El Comité Ejecutivo local también propuso un cambio en los estatutos internos: quisieron aumentar la multa de iniciacion.

El Comité Ejecutivo Local se rehusó a leer los cambios propuestos en el mítin de Febrero. En vez de eso, los envío a la Internacional. Pero insistieron los de TDU. Acusaron al Presidente local de violación del procedimiento para cambios de estatutos internos; por fin los oficiales se aplacaron y comenzaron a leer los cambios de estatutos internos propuestos en el mítin de abril.

Los oficiales comenzaron el mitín apoyando nuestra propuesta por mitines sindicales bilingües. Dyeron que los mítines del Local 912 siempro han sido bilingües. Eso no es cierto. Es cierto que en mítines recientes—**desde que TDU comenzó a organizarse**—los oficiales han proveido traducciones. Mucha gente sin embargo, se acuerda del último mítin de propuestas sobre el contrato, y en ese mítin sólo había un nivel mínimo de traducción. Pero que digan lo que quieran: lo importante es que nuestra propuesta paso sin oposición, y ahora los mítines bilingües son la ley del local.

Luego los oficiales pospusieron el voto sobre su propia propuesta, diciendo que un cambio de estatutos internos que tenga que ver con dinero tiene que votarse por correo. Hasta ahora no hemos encontrado todavía tal regla, ni en la contitución ni en los estatutos internos locales. Eliminando así sus dos propuestas, que seguramente, iban a perder, los oficiales procedieron a derrotarnos en el resto de nuestras propuestas.

En parte perdimos en esas cuestiones a causa de nuestros propios errores. Ridiculizaron la fraseolagia de nuestra propuestra sobra los representantes sindicales, diciendo que queríamos demasiados representantes. No pensamos que los oficials fueran a movilizar a gente a llegar una hora temprano, llenar el salón, y dividir la vatación en dos secciones. No se nos ocurrió exigir el sufragio secreto. No logramos evitar que un oficial sirviera de presidente del mítin y traductor oficial a la vez, dando su opinión cuando le diera la gana. En resumen, nuestras propuestas no recibieron una consideración justa.

Tampoco estábamos preparados para tanta cooperación entra las compañías y los oficiales de la unión. El supervisor principal de una de los plantas más grandes de comidas congeladas instruyó a la gente a votar en contra de TDU. Se cambiaron los turnos de trabajo de muchas personas para que pudieran (o no pudieran) votar. Había supervisores que trajeron a gente de sus grupos de trabajo, diciéndoles cómo votar. Parece que nuestros oficiales tienen muy buenas relaciones con los empleadores.

La próxima vez estaremos más preparados. Insistiremos en que la unión consiga un salón suficientemente grande para todos nosotros. Insistiremos en que la discusión y la votación sigan los procedimientos normales. Y seremos que tantos que contará nuestra insistencia.

Show Your True Colors

The colorful new TDU cap is blue and white, with the TDU insignia in red, yellow and blue on the front. Printed on the front is: "MAKE OUR UNION STRONG" and "RANK AND FILE POWER"

The cap is made from tough, "breathable" nylon mesh fabric, and is fully adjustable for all sizes.

$6.00 each

$5.00 each on orders of 5 or more

ORDER TODAY!

Name _____

Street _____

City _____ State _____ Zip _____

Quantity _____ Amount Enclosed $_____

TDU Meetings

Baltimore Area Teamsters
Sunday, September 13—1:00pm
Holiday Inn
Belmont Ave. and Security Blvd.
(Near I-695)

BC/Yukon
Thursday, September 3—7:30pm
Rio Hall 3325 Kingsway

Charlotte,N.C.
Holiday Inn, Sugar Creek Rd.
Sunday, Sept. 13, 7:00 PM

Lehigh Valley TDU
Sunday, August 16—12 noon
Howard Johnson's Motor Lodge
Airport Rd. & Rt 22, Bethlehem PA

Newark, Ohio
Saturday, September 26—2:00pm
Dagwood's Restaurant on E. Main

Nor Cal TDU
Sunday, September 13—10:00am
Tom Lovely's Restaurant,
336 Grand Ave., Oakland
(Slide show and presentation on the Convention)

Norristown Area Teamsters
Saturday, August 15—1:00pm
St. John's Lutheran Church
Center Square, PA
(on Rt. 73, ¼ mile north of 202)
For more info. call: 215 287-6291
or 313 842-2600

Northwest Ohio TDU
Sunday, August 9—2:00pm
Hillcrest Hotel, 16th & Madison

Stockton TDU
Saturday, August 15—10:00am
Stockton Inn

Tri City Annual Picnic
(Detroit, Toledo, Pontiac)
Sunday, August 16—1:00pm
Lower Huron Metro Park

Watsonville TDU
Sunday, September 20—3:00pm
United Methodist Church

W.Pa. TDU Picnic
Sat., Sept. 12, 12:00 noon
Pioneer Park, Monroeville,Pa.
call 381-2686

ICC Proposes to End Fuel Surcharges

By W. Pa. TDU

Ronald Reagan may soon have bigger problems that the air controllers strike.

On July 31, the Interstate Commerce Commission (ICC) quietly issued a proposal to end the fuel surcharge by rolling it into the rates.

Along with the proposal, the ICC has invited all interested parties to respond in writing by August 31. Letters should be sent to: ICC, Office of Proceedings, Room 4126, 12th and Constitution Ave., N.W., Washington, D.C. 20423.

The ICC schedule calls for issuing final rules within thirty days of the end of the comment period and a conclusion to the rate roll-in within 60 days of the ruling.

Owner-operators are still in existence today **solely** because of the existence of the fuel surcharge.

The ICC argues that the fuel surcharge gives an unfair advantage to the big companies.

Given the present method of computing the surcharge, there is some validity to this argument. Freight giants, like Roadway, often run high revenue freight and are able to get higher fuel surcharges while actually purchasing bulk fuel at cheap prices. Owner operators are largely grouped in industries like steelhauling. Here the rates are lower, which means that the surcharges translate into less money per load. Yet the owner-operator is paying the full market price for fuel.

Obviously, a mileage-based surcharge would be much more equitable all the way around.

But, however you style it, the surcharge must stay.

The surcharge came into effect because owner-operators simply refused to drive at a loss. With this new proposal, and the almost certain rate cutting to follow, owner-operators will all have a common destination...bankrupt city.

It's not enough to say, "We won't let them end the fuel surcharge." It takes organization, lots of it, to make it clear that the surcharge must stay if they want the trucks to roll.

We say the surcharge must stay. And we say there must be serious effort to organize a show of strength that will back down the ICC.

If you want to help, call TDU in Pittsburgh at (412) 381-2686, or call the TDU Office in Detroit at (313) 842-2600.

We work to live, not live to work. Without the fuel surcharge, it's not worth working. And maybe we won't.

CARHAULERS REMEMBER '72

Remember 1972? If you were working under the master freight or carhaul contract then you got a raise in the spring, the last one under the 1970-73 contract. For example the basic carhaul hourly rate in the Central and Southern areas went up to the princely sum of $5.85/hr. The other rates were a few cents different.

Now nine years later we are getting $12.65 with corresponding increases for mileage. Are we better off? No way! In 1972 dollars, our $12.65 is worth only $5.85 as of June 1981. Or, to say the same thing, that $5.85 back in 1972 bought what $12.67 bought this June. Contrary to the propaganda spread around by our employers—and for that matter Teamster bigwigs—we have run like hell in the last decade just to stay in place. We have made absolutely no progress.

Don't let anyone tell you our productivity hasn't increased over this period. Back in '72 we were generally hauling 6 units one way; now it's generally 8 to 10 units both ways.

The IBT Convention in Las Vegas this June changed the Constitution to give General President Roy Williams 100% cost of living protection. If the inflation rate continues at 10% as generally expected, Roy Williams' salary will automatically go up $22,500 next year to $247,500. In contrast, the ".3 formula" of our contract COLA currently amounts to only 71½% protection. That is, if prices go up 10% between June 1981 and June 1982, our COLA clause will only provide 90 cents instead of the $1.26½ it would take to keep even.

In theory the June 1, 1982, COLA is already written into the current carhaul contract which runs out May 30, 1982. Likewise for freight. But it is an easy bet it will take **more than a $1.25/hr. increase next spring** just to keep us where we were in 1972. Keep it in mind.

AIR CONTROLLERS FIGHT IS OUR FIGHT TOO

Question: What group of workers are protrayed by the media as overpaid?

Question: What group of workers labor under tremendous strain and fatigue on the job?

Question: What group of workers are members of a union that endorsed Ronald Reagan for President?

Answer to all three questions: Air Controllers and Teamster truck drivers.

And there is a lot more that binds together members of the Teamster union and Air Controllers. Because the government's attempt to bust the Air Controllers union is not a matter of reduced government spending. In fact, it will cost the taxpayer **more** to finance the government's union busting tactics than it would to meet **all** of PATCO's demands. No, this is an attempt to send a message to all labor union's: "go on strike and you will be broken."

This means that as strong union people it is our job to do what we can to help the Air Controllers strike. And that is just what Detroit, Milwaukee, and other TDU chapters have been doing in organizing support demonstrations for the PATCO strikers.

We are proud of what rank and file Teamsters have done to support the strike. We only wish that our International Union, with its vast resources, would take a stand as well.

Carhaulers mobilized in '79 to fight for a decent contract. It's time to get organized for the '82 contract.

Time To Organize for Carhaul Contract

The National Master Automobile Transporters Agreement (NMATA) runs out May 30, 1982, barely nine months from now. Already rank and file carhaulers around the country are looking ahead to another round of struggle to protect our jobs, our conditions, and our standard of living. The current 1979 contract was forced on us despite the majority vote of the membership against it. In 1976 we voted the contract down twice. Both times there were bitter wildcat strikes in some areas against the sellout. That bitterness remains.

In 1979 the voice of the rank and file was the Carhaulers Contract Committee (CCC). Thousands of carhaulers from coast to coast joined in the CCC, contributing, time, energy, and money to the cause of winning a decent contract. The CCC brought together our contract proposals and organized for them in the locals. Without the CCC and its bed-rock demand that the International negotiate a contract acceptable to the majority of us who work under it, the sellout could have been even worse.

The CCC has continued as the Carhaulers Coordinating Committee of TDU, a national network of stewards, union committee members and other rank and filers, sharing ideas and information.

Now the CCC must turn again to the contract, and every working carhauler ought to get involved.

There is only one way our union officials who negotiate the contract will do the job we pay them for: First, we have to work out the contract proposals which we—the membership—want them to bargain for. We will collect the ideas of all working carhaulers, boil to what is important and winable. The gathering of the CCC at the TDU Rank and File Convention on October 30—November 1 in Detroit will decide our program by a democratic majority vote. Every concerned carhauler should be there with full voice and vote.

Second, we have to take this rank and file contract program back to our terminals, into our locals, and onto the road. We have to organize ourselves. We have to put full pressure on our union officials to negotiate a contract acceptable to the majority who must work under it.

The heart and soul of our campaign will be the demand for majority rule—for democracy. The last contract to win a majority vote of carhaulers was way back in 1973. Minority rule is a scandal and goes against every decent American principle. Carhaulers are not unreasonable, but we aren't sheep either. We will make every effort to work with our union officials to win the best contract possible. Without a doubt we will be willing to withold our labor in a legal, authorized strike if that's what it will take to win. But we will firmly expect our union officials to earn their salaries—and our respect.

With this issue of **Convoy Dispatch** we are calling for all carhaulers to get involved in organizing for our contract. In coming months, meetings will be held in major carhaul cities where every rank and filer can bring ideas and discuss the possibilities for the '82 contract. Now is the time to get involved. Your job, your working conditions, and your family's standard of living depend on it. Let us hear from you. Send in the coupon below today!

Carhaulers-Contact Us

Carhaulers Coordinating Committee
P.O. Box 10128
Detroit, MI 48210

Yes! I am interested in getting majority rule and a decent contract for carhaulers in '82.

Name.....

Street.....

City.....State.....Zip.....

Company.....Local.....

☐ Truckaway ☐ Local ☐ Driveaway ☐ Garage

☐ Put me on the CCC mailing list.

☐ Send me information about the CCC Convention meeting.

☐ I'll help set up a CCC meeting in my area.

Suggestions and/or questions:.....

.....

.....

They Had Their Convention . . .
Now We Are Having Ours!

Our need to get together has never been greater.
Our jobs and contracts are threatened.
Now's the time for the RANK & FILE Convention!

- 100,000 Teamsters out of work in the trucking industry alone—and the union leaders do **nothing.**
- Employers demand takeaways, contracts are going downhill, and the Teamster bigshots raise their own salaries to record levels.
- While Teamster members suffer, IBT top officials shoot down needed reforms such as strong strike benefits. They say such benefits would make the members "too fat" while they party on crab, caviar, and champagne.

Now It's Time for OUR Convention:
The Rank & File Convention . . .
A Time to Fight Back!

- To stop the spread of productivity harassment, flexible work weeks, and 70-hour slavery.
- To send our officials a message: We need ACTION to save Teamster jobs.
- To organize for a decent contract in UPS, Carhaul, Kroger, Steelhaul, Food Canning, and other contracts.
- To stop the destruction of the National Master Freight Agreement.
- To show that we are fed up with paying for sky-high salaries for officials who do nothing to represent the members.

Some people will take a look at the mess our union is in, throw up their hands, and tell you 'nothing can be done.'

We Don't Believe It!

Over the last year, the TDU has:

- **Fought back** against sellouts such as the flexible work week in freight, incentive pay in UPS, production quotas in many industries—and we've **won** in many places.
- **Stood up** for the rights of the rank and file—for the basic concerns of all Teamster members for a strong contract and democratic rights in our union.
- **Won** important new legal rights for the members, including stronger protection for right of stewards to speak out, members to post literature, and for all Teamsters to see their contracts.
- **Reformed** local unions, throwing out entrenched dictatorships and bringing the rank and file into the union.

It was rank and file action—and rank and file effort—that built this union, that won the contracts we have today. And it will take the same kind of effort to rebuild our union today—from the bottom up.

That's why we're coming to the **Rank & File Convention, October 31 - November 1, in Detroit.**

At the Convention we will:

- **Meet** with the fighting delegates who stood up for our rights as rank and filers at the IBT Convention—and learn from such delegates as Jerry Bliss, Secretary-Treasurer of the largest local in Michigan, about how you can make your local more democratic.
- **Learn** from labor educators and labor lawyers from across North America who lead classes on our rights and how to use them.
- **Organize** powerful rank and file drives to fight for a decent contract in '82.
- **Decide** what steps we must take to improve representation in our local unions.

The Convention will feature:

MAIN SESSIONS

- **The '82 Contracts.** What can the rank and file do to prepare for them.
- **New Leadership** for the rank and file movement. Experience the excitement of what a union **should** be like by participating in the democratic decision-making of the rank and file movement.
- **New Campaigns** to bring the rank and file movement to broader sections of our union in the year ahead.

JURISDICTIONAL MEETINGS

- Freight Teamsters
- Grocery Teamsters
- UPS Teamsters
- Steelhaulers
- Carhaulers
- Construction Teamsters
- Food Canning Teamsters
- and others

WORKSHOPS

- The Grievance Procedure
- Our Legal Rights
- Local Union Elections

- Safety on the Job
- Chapter Organizing and Newsletters
- Organizing for Local Contracts
- Stewards' Training
- Teamster Pensions
- Being Effective at Union Meetings
- Arbitration
- and many other topics

COMPANY MEETINGS

Meetings will be set up to bring together Teamsters at **Roadway Express**, **Kroger**, and other companies where requested by members.

If you are concerned about your future . . .

If you are concerned about the state of the union and your contract . . .

Then you owe it to yourself to be in Detroit on October 31 - November 1 for the Rank & File Convention—**Our Convention**—to save our union before it's too late. Be there!

1981
Rank & File
Convention
Teamsters for a Democratic Union
Oct. 31 & Nov. 1
Book Cadillac Hotel
Downtown Detroit
1114 Washington Blvd.
—REGISTRATION—
Friday, Oct. 30, 6–10 pm
Saturday, Oct. 31, 8:30–10:30 am

Register Now . . . Save $10!

Postmark your registration before October 21 and receive a $10 reduction in registration fee ($5 if registering for one day only). Reductions available for Teamsters and spouses only.

Name _____

Address _____

City _____ State _____ Zip _____

Phone ( ) _____ Local Union No. _____

If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles (one way) receive a $10 reduction in registration fee. Those travelling over 800 miles receive a $20 reduction in registration fee. (Everyone must pay full housing costs.)

Mail to: TDU, Box 10128, Detroit, Mich. 48210
Phone: (313) 842-2600

Convention Registration		**# of Persons**	**Total**
Saturday & Sunday	50.00	_____	_____
Saturday only	32.00	_____	_____
Sunday only	18.00	_____	_____
Fri. dinner & Sun. breakfast	13.50	_____	_____
Housing Cost (includes tax)		**Fri. Sat. Sun.**	
Single occupancy	33.60	☐ ☐ ☐	_____
Double occupancy	42.00	☐ ☐ ☐	_____
Triple occupancy	52.50	☐ ☐ ☐	_____
Quad occupancy	63.00	☐ ☐ ☐	_____
Childcare (costs on previous page)		**# of Children**	
		_____	_____
If you are not a TDU member or if your membership has expired, **JOIN NOW.** $20-$25 for a year's membership and a year's subscription to **CONVOY-DISPATCH.**			_____
		Total amount	_____
Less reduction for early registration and, if eligible, for registration reduction due to distant travel.			_____
		Total amount paid	_____